

Board of Trustees Agenda  
October 1, 2018  
Reeb Conference Room  
7:00 to 9:00 p.m.

Present: Lewis, Krag, Azzara, Walters, Duran, Uscher, Josefsberg, Rev. Sarah

**Opening Words/Chalice Lighting**

I WANT TO BE WITH PEOPLE

*Often people say that they love coming to a place with so many like-minded people. I know just what they are getting at -- and I know that they aren't getting it quite right.*

*I don't want to be with a bunch of people who think just like me.*

*I want to be in a beloved community where I don't have to think like everyone else to be loved, to be eligible for salvation.*

*I want to be with people who value compassion, justice, love and truth, though they have different thoughts and opinions about all sorts of things.*

*I want to be with independent-minded people of good heart.*

*I want to be with people who have many names and no name at all for God.*

*I want to be with people who see me in me goodness and dignity, who also see my failings and foibles, and who still love me.*

*I want to be with people who feel their inter-connection with all existence and let it guide their footfalls upon the earth.*

*I want to be with people who see life as a paradox and don't always rush to resolve it.*

*I want to be with people who are willing to walk the tight rope that is life and who will hold my hand as I walk mine.*

*I want to be with people who let church call them into a different way of being in the world.*

*I want to be with people who support, encourage and even challenge each other to higher and more ethical living.*

*I want to be with people who inspire one another to follow the call of the spirit.*

*I want to be with people who covenant to be honest, engaged and kind, who strive to keep their promises and hold me to the promises I make.*

*I want to be with people who give of themselves, who share their hearts and minds and gifts.*

*I want to be with people who know that human community is often warm and generous, sometimes challenging and almost always a grand adventure.*

*In short, I want to be with people like you.*

--- Dana Worsnop

## **Re: Announcements: Making the BOT Accessible**

Sally referenced the BOT covenant which states that *"We will be transparent in our decision making and will make our decisions known promptly ....."*

As a means of doing so, she suggested a monthly practice of meeting with congregants after the Sunday service to discuss the most recent BOT meeting.

The group approved.

## **DRE Report (See Attached)**

Rev. Sarah referred to RE structural issues requiring attention and commensurate resource support. Staff work hour data will be collected in an effort to secure that support within existing budget allocations.

Dawn reported an increase in RE volunteer numbers.

## **Minister's Report (See Attached)**

With respect to "the path to membership," Rev. Sarah reiterated the Membership Committee's expectations: *"to attend a newcomer brunch and a UU class, to meet [once with the minister], to attend for a while, and then to make a pledge and sign the book."*

Peter suggested --- and Rev. Sarah concurred --- that we consider certain exceptions to the prerequisites such as when, for example, new congregants have been members in other UU congregations.

With respect to the new plate collection practice, the September year to year comparison is positive: splitting the monthly proceeds between the USR and the designated outside group did not reduce the contribution to the outside group.

Since last year's plate collection "was a (positive) outlier," Peter recommended that we look at multi-year trends in our analysis.

Regarding membership roles and responsibilities, Rev. Sarah noted that Ann P.'s role has expanded beyond membership coordination. In consequence, the BOT needs to work with the Membership Committee to develop and implement effective outreach practices. Mike noted that such outreach should encompass existing members as well as new members.

## **Treasurer's Report (See Attached)**

Monthly actuals relative to budget are positive.

## **Executive Session**

The BOT discussed personnel matters.

## **Reorganization**

Sally asked Mike to explain his concerns about Reorganization so that we can “keep them in mind as we move ahead.”

Mike noted that support of general concepts need not translate into support of ensuing implementation details. These often elicit resistance which should be anticipated in this instance. Re-org implementation will consume a significant amount of time, thereby creating opportunity costs detrimental to other priorities, viz., the capital campaign and membership. While structure is important, it is more important to get the right people in the right roles. We need to pick our priorities.

Responding to Mike’s comment about a need to create a compelling capital campaign “case statement,” Peter referred to his conversation with Jeff Cagan about using this year to do just that. Sally indicated that Mike will represent the BOT on the capital campaign.

Laura asked about the transition from our current arrangements to a new structure. Rev. Sarah indicated that existing committees will “remain in place” pending implementation of any new structures.

## **Board Goals**

Following some discussion about draft goal # 2, the BOT deferred action on adopting the goal set until the next meeting.

Sally announced that Eric will spearhead the BOT’s efforts on goal #4 – “outward messaging.” Dawn expressed her especial interest in addressing Membership.

## **Bot Charge to Reorganization Team (See Attached)**

The BOT unanimously approved its Charge to the Reorganization Team.

## **Appointment of lay leaders to the Safe Congregation Response Team**

The BOT unanimously approved Kathy Smolen, Wally Griffith and Carol Loscalzo as lay leaders to the Safe Congregation Response Team for 2018-19.

ADJOURNED: 8:50

B. Josefsberg  
10/5/18